

## Appendix 2

### **BRENT ADULT SOCIAL CARE COMMISSIONING PLAN FOR ADULTS WITH AUTISM 2017-18**

This commissioning plan has been developed to ensure the vision of the National Strategy for Autism 'Fulfilling and Rewarding Lives' (2010) is implemented locally in Brent so that: *"All adults with autism are able to live fulfilling and rewarding lives within a society that accepts and understands them. They can get a diagnosis and access support if they need it, and they can depend on mainstream public services to treat them fairly as individuals, helping them make the most of their talents."*

The National Strategy outlined areas local authorities and health bodies such as Brent CCG must be implementing to achieve this vision. The National Strategy was updated in 2014 with 'Think Autism' which built upon rather than replaced the 2010 strategy, the accompanying statutory guidance released in 2015 outlined the following priority areas for local authorities and NHS Bodies:

#### **1. Training of staff who provide services to adults with autism**

- Local Authorities must:
  - Ensure that any person carrying out a needs assessment under the Care Act 2014 has the skills, knowledge and competence to carry out the assessment
- NHS Bodies must:
  - Ensure they are involved in the development of local workforce planning, and GPs and primary care practitioners are engaged in the training agenda in relation to autism.

#### **2. Identification and diagnosis of autism in adults, leading to assessment of needs for relevant services**

- Local Authority, NHS bodies and NHS Foundation Trusts should: Ensure the prompt sharing of information between diagnostic services and adult social care services about adults diagnosed. Ensure people have timely formal notification of their entitlement to an assessment of needs and, where relevant, a carer's assessment.
- Local Authorities should: Ensure that people with autism are aware of the right to access a needs assessment (for the adult) and a carer's assessment (for the carer). The process of obtaining one should align with the diagnosis process and be offered at the diagnosis stage and a referral made if needed.
- NHS Bodies and NHS Foundation Trusts should:
  - Contact the adult with autism and any registered carers to inform them about their right to a needs assessment (for the adult) and a carer's assessment (for the carer) if they may have such needs.
  - When an adult is diagnosed with autism, the NHS body or NHS Foundation Trust providing healthcare services to the adult informs, with

the individual's consent, the relevant local authority adult social services department promptly to ensure that a care and support assessment can be carried out within a reasonable time period if the individual wants such an assessment.

### **3. Planning in relation to the provision of services to people with autism as they move from being children to adults**

- Local Authorities and CCG's must: Ensure that the duties Under the Children and Families Act 2014 are applied where relevant to children and young people with autism and their families.
- Local Authorities must: Ensure that duties under The Care Act 2014 are applied where relevant at the transition to adulthood for all young people who have autism not only those who have an EHC plan.

### **4. Local planning and leadership in relation to the provision of services for adults with autism**

- Local Authorities should:
  - Ensure that there is a local autism partnership arrangement that brings together different organisations, services and stakeholders locally, including the CCG, and people with autism, and sets a clear direction for improved services.
  - Allocate responsibility to a named joint commissioner/senior manager to lead commissioning of care and support services for adults with autism in the area, known as the autism lead
  - Bring partners together, for example through Health and Wellbeing Boards, to ensure information sharing protocols are in place and that all necessary information for service planning is available
  - Ensure that there are appropriate arrangements in place to ensure senior level sign off for responses to the national autism self-assessment exercises and other appropriate developments around the delivery of the local autism strategy.
- Local Authorities, NHS bodies with commissioning responsibility should jointly:
  - Consider and include the number of people with autism in their area as part of the JSNA.
  - Gather information locally about: The number of adults known to have autism, the range of need for support to live independently, the age profile of people with autism in the area – to enable local partners to predict how need and numbers will change over time (including children and young people, over 65s as well as working age).

### **5. Preventative support and safeguarding in line with the Care Act 2014**

- Local Authorities must:
  - Implement their duties under The Care Act 2014 to identify and develop resources that will prevent or delay the development of care and support

needs of adults with autism and their carers, identify the local care and support needs of people with autism and the gaps in service provision and implement the Safeguarding duties as enshrined in the 2014 Act.

- NHS Bodies and NHS Foundation Trusts should:
  - Ensure that people with autism have equal access to local psychological therapy services, such as Improving Access to Psychological Therapies (IAPT)

#### **6. Reasonable Adjustments and Equality**

- Local authorities and health bodies must comply with the duties of The Equality Act 2010.

#### **7. Supporting people with complex needs, whose behaviour may challenge or who may lack capacity**

- Local authorities and health bodies must be working together to implement the Transforming Care Programme.

#### **8. Employment for adults with autism**

- Local authorities must:
  - Ensure that the assessment and care planning process for adult needs for care and support considers participation in employment as a key outcome, if appropriate.

#### **9. Working with the criminal justice system**

- NHS Bodies and NHS Foundation Trusts should:
  - Ensure that in commissioning health services for persons in prison and other forms of detention prisoners are able to access autism diagnosis in a timely way
  - Ensure that Liaison and Diversion services have in place a clear process to communicate the needs of an offender with autism to the relevant prison or probation provider

The priority areas outlined in the national strategy have been themed into our local plan, with accountable and timely actions set to achieve the overarching objectives. It is to be noted that work to meet priorities 3, 7 and 9 are presently delivered within the North West London Transforming Care Partnership Plan of which Brent is an active partner. The WLA TCP is answerable to NHS England and the Department of Health. In addition, there is a dedicated TCP work stream which covers these two priorities under Brent CCG and Council's Sustainability and Transformation plan, of which implementation and delivery is overseen by the local STP board. To avoid duplication this priority sits within that dedicated work stream rather than this commissioning plan.

Key to ensuring our success in delivering the vision and duties of the national strategy is ensuring that people with autism, their carers and circle of support are involved in overseeing the implementation of this plan, and developing future plans. This will be

achieved by ensuring that we have structures in place which deliver this function: a multi-disciplinary autism partnership board who will monitor and oversee the plan, and an advocacy group for people with autism and their carers who will nominate representatives to attend the partnership board. ensuring the voice of those who experience and are affected by autism are key to holding the delivery of this plan to account, the development of future plans and of shaping our strategic direction in the future.

**PRIORITY 1: AWARENESS RAISING, TRAINING AND WORKFORCE DEVELOPMENT**

OBJECTIVE	ACTION	OUTCOME	LEAD	TIMELINE
<p><b>To ensure that front line staff completing assessments and reviews are skilled and trained to take into account an individual's needs arising from autism.</b></p>	<p><u>Profile of Training Needs</u></p> <p>Training needs analysis for front line staff autism training to be completed.</p>	<p>Understanding what staff have received training, and what the content of any training commissioned should cover to ensure training need of staff is met.</p>	<p>Brent Commissioning &amp; Development (C&amp;D) Team Lead.</p>	<p>Completed</p>
	<p><u>Scoping Training</u></p> <p>Brent CCG and ASC to review training commissioning processes to identify the cross-organisational training need profile and potential for joint commissioning of training.</p>	<p>Consistent, effective and cost effective commissioning of training for health and social care practitioners.</p>	<p>Brent C&amp;D &amp; Brent CCG.</p>	<p>2017-18</p>
	<p><u>Training Delivery</u></p> <p>Autism awareness training to be commissioned and delivered on a rolling basis throughout 2017-18 targeting adult social care staff who complete assessments need and care package reviews.</p> <p>75% of front line staff to be trained in autism awareness by close of 2017-18 commissioning plan. Review of uptake to be ongoing, and service areas to be targeted where uptake is limited.</p>	<p>A workforce appropriately skilled to undertake social care assessments that take account of an individual's needs arising from autism to make appropriate recommendations. A workforce that can make and suggest reasonable adjustments as required for assessment and support planning.</p> <p>Green rag status rating on the autism self-assessment framework submission.</p>	<p>Brent Commissioning &amp; Development Team Lead.</p>	<p>Training to be commissioned &amp; rolled out in 1<sup>st</sup> quarter of 2017.</p> <p>Review throughout 2017-18.</p>

	<p><u>Wider Training Delivery</u></p> <p>Corporate training for customer facing staff in Brent Council to be scoped, commissioned and rolled out so staff in customer facing roles are able to identify the signs of autism and make reasonable adjustments to meet their needs.</p> <p>Review success and application of training in practice to identify if ongoing commissioning is required or beneficial.</p>	<p>Brent Council's customer facing workforce will be able to identify, respond to and make reasonable adjustments for people with autism.</p>	<p>Brent C&amp;C and Brent Equalities Team.</p>	<p>Completed.</p> <p>Ongoing.</p>
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**PRIORITY 2: LOCAL PLANNING & LEADERSHIP**

<b>OBJECTIVE</b>	<b>ACTION</b>	<b>OUTCOME</b>	<b>LEAD</b>	<b>TIMELINE</b>
<p><b>Data and information for people with autism is accurately captured, readily available to provide a clear profile of our population to inform direction of service planning and commissioning intentions.</b></p>	<p><u>Joint Strategic Needs Assessment (JSNA)</u></p> <p>The JSNA will be updated to include a separate information sheet for people with autism, including children and young people, older adults and women.</p>	<p>Accurate population data for this cohort readily available to facilitate statutory and non-statutory strategic planning.</p>	<p>Brent Public Health &amp; Commissioning &amp; Change Team (C&amp;C).</p>	<p>2017-18.</p>

	<p><u>Data Collection</u></p> <p>Review of our data collection mechanism for people who have autism on Brent ASC data system Mosaic.</p> <p>Ensure all ASC staff are aware of how to enter onto the system for autism. Training programme to be considered via team meetings to ensure this is updated as required.</p> <p>CCG to be engaged to identify their mechanisms for capturing autism diagnosis, and any gaps in data.</p>	<p>Accurate and time specific number of adults in borough accessing or known to adult social care can be determined to inform service planning.</p> <p>Accurate and time specific number of adults in borough diagnosed with autism known to health services can be determined to inform service planning.</p>	<p>Brent Care Act Team</p> <p>Brent CCG-lead to be nominated.</p>	<p>First quarter of 2017.</p>
<p><b>Strategic and operational planning and implementation is well lead and accountable.</b></p>	<p><u>Lead Commissioner</u></p> <p>The identified lead commissioner for adults with autism across health and social care is The Head of Service for Commissioning and Quality. They are responsible for the operational and strategic development of services for this cohort, as specified within this plan.</p> <p>Should there be a change to the identified lead commissioner in the future, this needs to be clearly updated to partners and approved via the Autism Partnership Board.</p>	<p>Objectives identified within this plan to be achieved within the proposed timeframe through effective leadership and oversight.</p>	<p>Head of Service for Commissioning and Quality, Brent ASC.</p>	<p>Ongoing</p>

<b>People who have autism and their carers co-produce local service planning.</b>	<u>Autism Partnership Board</u>  Multi-disciplinary board established to oversee implementation of the national strategy, commissioning plan and to assist with development and agreement of future commissioning plans. To include representatives from housing, employment and criminal justice services.	To ensure there is accountability for delivery of this plan, and development and delivery of future commissioning plans.  To ensure future commissioning plans are co-produced with relevant stakeholders in Brent, and that those stakeholders are accountable for delivery of actions through the board.	Brent C&C and Brent CCG.	Board to be established within first quarter of 2017.
	<u>Service User Engagement</u>  Service user or self-advocacy group to be established to feed into steering group and gain real life stories for service and strategic development.	To ensure that people who have autism are able to co-produce plans and influence services.	Brent Engagement Officer and Advocacy Project Officer (CCG)	Group to be established in first quarter of 2017 and operational by September 2017.
<b>PRIORITY 3: MARKET ANALYSIS, ENGAGEMENT AND DEVELOPMENT</b>				
<b>OBJECTIVE</b>	<b>ACTION</b>	<b>OUTCOME</b>	<b>LEAD</b>	<b>TIMELINE</b>
<b>To ensure that we have a diverse marketplace of care that offers a range of services and choice to people with autism now and in the future.</b>	<u>Provider Engagement</u>  Provider engagement event to be held specific to those who provide services to people who have autism.  Regular engagement to be completed via our contract monitoring and commissioning processes.	To gain insight into good practice, issues faced locally and gaps in service provision.  To ensure marketplace is delivering quality care.	Brent C&C Lead.  Brent Contracts & Relationships and C&C Teams.	Annual Provider Summit July 2017  Further events as required.

	<p><u>Local Provision Landscape Mapping</u></p> <p>A map of local services to be created covering: Accommodation based services, day services, respite services, voluntary sector services, and community and hospital health services.</p>	Understanding of the current landscape services available to our population of people who have autism.	Brent C&C Lead & Brent CCG Lead.	Data to be completed within 1 <sup>st</sup> quarter of 2017-18.
	<p>Anticipated population data to be mapped within age range profile from children to 65+ against current service capacity to inform next phase of commissioning priorities.</p>	Understanding of what future need and demand is anticipated to be against current supply, to formulation our future commissioning intentions and market position to ensure future demand can be adequately met.	Brent C&C Lead & Brent CCG Lead.	Mapping to be completed in second quarter of 2017-18.
To ensure all services can make reasonable adjustments to meet the needs of adults with autism.	<p><u>Community Landscape Mapping</u></p> <p>Review the profile of preventative and voluntary services commissioned across health and social care, and their capability and capacity to meet the needs of people referred who have autism, including services which support people into employment.</p>	<p>To ensure that preventative services are available and accessible to all adults who have autism and may benefit from them.</p> <p>To identify gaps in preventative services which may inform future commissioning intentions.</p>	Brent C&C Lead & Brent CCG Lead.	Mapping to be completed within second quarter of 2017-18.
<b>PRIORITY 4: IDENTIFICATION &amp; DIAGNOSIS OF AUTISM IN ADULTS-DIAGNOSTIC PATHWAY</b>				
<b>OBJECTIVE</b>	<b>ACTION</b>	<b>OUTCOME</b>	<b>LEAD</b>	<b>TIMELINE</b>
<b>To ensure that people receive timely and consistent assessments and support at the right time, when they need it.</b>	<p><u>Referral for Assessment</u></p> <p>Clarify the diagnosis pathway from point of referral to assessment for adults who may have autism.</p> <p>Process map for diagnosis to be developed and disseminated to key partners.</p>	<p>Meeting The National Strategy and NICE guidelines.</p> <p>All adults where there is reason to believe they may have autism are able to access a diagnostic assessment.</p>	Brent CCG	First quarter of 2017

	<p><u>Post Diagnosis Trigger for Care Act Assessment</u></p> <p>Development of a clear referral pathway from point of diagnosis for social care assessment so those diagnosed with Autism are referred for assessment and receive an assessment.</p> <p>Ensure that staff at Brent Customer Services are trained to be aware that when an individual identified themselves as having autism at the point of contact they are to be fast tracked for assessment, and do not require screening processes.</p>	<p>Meeting the National Strategy duty.</p> <p>All adults with autism are offered and referred for a social care assessment should they wish to receive one.</p>	<p>Brent Care Act Team.</p>	<p>By second quarter of 2017.</p>
	<p><u>Post Diagnosis Trigger for a Carer's Assessment</u></p> <p>Development of a clear pathway for the carer of an adult who has been diagnosed with autism to be referred for a carer's assessment of their needs and receive the assessment</p>	<p>Meeting the National Strategy duty.</p> <p>All carer's of an adult with autism are offered, referred for and receive a carer's assessment should they wish to receive one.</p>	<p>Brent Care Act Team.</p>	<p>By second quarter of 2017.</p>
<b>PRIORITY 5: SIGNPOSTING &amp; REASONABLE ADJUSTMENTS</b>				
<b>OBJECTIVE</b>	<b>ACTION</b>	<b>OUTCOME</b>	<b>LEAD</b>	<b>TIMELINE</b>
<p>To ensure that all adults with autism are able to access local services, and issues are managed at first presentation to reduce potential for statutory needs developing.</p>	<p><u>Autism Friendly Signposting</u></p> <p>To scope the potential for autism friendly signposting and information through exploring the potential for an autism friendly drop in or clinic lead by those with particular skills to communicate and support people with autism, such as The Carer's Centre or John Billam Resources Centre.</p>	<p>To ensure all adults with autism are able to be appropriately signposted to services which can meet preventative needs, or receive one off support which mitigates the risk of issues developing.</p>	<p>Brent C&amp;C</p>	<p>2017-18</p>

	<p><u>Autism Awareness &amp; Developing Service Capability</u></p> <p>Corporate training to be commissioned to be delivered to customer facing Brent Council staff so that the wider Council is aware of the needs of those who have autism, able to identify the signs of autism and how to make reasonable adjustments including staff from housing, employment and enterprise, libraries and cafes.</p>	<p>To ensure all adults with autism are able to access and use all Council services.</p>	<p>Brent Equality, C&amp;C &amp; HR.</p>	<p>2017-18</p>
	<p><u>Equality Policy</u></p> <p>Brent Equality Policy to take account of the needs of people with autism.</p>	<p>To ensure our local policies are compliant with the National Strategy and Equality Act 2010</p>	<p>Brent Equalities Lead.</p>	<p>Completed.</p>